

**DEPARTMENT OF PERSONNEL ADMINISTRATION**

LABOR RELATIONS DIVISION  
15 "S" STREET, NORTH BUILDING, SUITE 400  
SACRAMENTO, CA 95814-7243



March 30, 2006

Mr. Gary Robinson, Executive Director  
Union of American Physicians & Dentists  
1330 Broadway, Suite 730  
Oakland, CA 94612

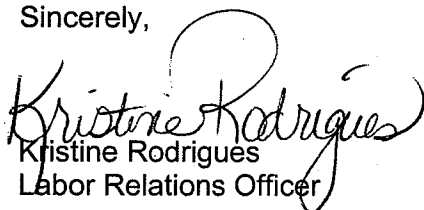
Dear Mr. Robinson:

The Union of American Physicians and Dentists (UAPD) submitted its initial bargaining proposals for Bargaining Unit 16 for State response and public comment on March 24, 2006.

As in previous years, the employer reserves the right to make additional proposals and will invite public review and comment at that time.

Consistent with statutory requirements, the State is prepared to meet with UAPD to begin negotiations.

Sincerely,

  
Kristine Rodriguez  
Labor Relations Officer

Attachment

**State Sunshine Collective Bargaining Proposals  
For inclusion in the Agreement with the  
Union of American Physicians and Dentist (UAPD)  
Bargaining Unit 16  
Physicians, Dentists and Podiatrists**

The State employer asserts that each and every provision of the contract, all side letters, addenda, amendments or other modifications to the contract are subject to renegotiation upon expiration of the contract. The State employer further asserts that any side letter, addendum, amendment or other modification to the contract that is not renegotiated and/or incorporated into the contract is superseded and no longer in effect.

The State employer will consider any proposal that is within scope and is particularly interested in receiving proposals that would provide management maximum flexibility to maintain optimum public service, achieve cost savings and/or improve efficiency in State operations.

**Total Compensation:**

The State of California is prepared to negotiate over compensation proposals presented by UAPD utilizing a total compensation approach to employee compensation and benefits. Total compensation may include, but is not limited to, the following articles:

Article 7	Hours of Work
Article 8	Holidays
Article 9	Leaves
Article 10	Salaries and Allowances
Article 11	Health, Dental, and Vision Benefits
Article 18	Retirement Provisions

**Article 6 - Grievance and Arbitration**

Pursuant to new provisions of Government Code Sections 3517.63, 19829.5 and 19829.6 (SB 621), the State employer proposes to update the arbitration process to include a provision that an arbitrator's award with a cost impact to the State of \$250,000 or more requires legislative approval.

**Article 11 – Health and Welfare**

The State employer proposes to work with the exclusive representative to update various provisions to be in line with the new workers' compensation laws.

The State employer proposes to delete the dependent care provisions of the contract pursuant to the expiration of the funding and enabling legislation.

## **Section 17.1 Entire Agreement**

The State employer proposes to update the entire agreement provision to include the new provisions of Government Code Sections 3517.63, 19829.5, and 19829.6 (SB 621) which require that any agreement reached requiring expenditure of funds of \$250,000 or more shall be submitted to the California Legislature for approval before it is binding on the parties, as well as other changes that may be necessary.

## **General Information**

The State takes note that all provisions of the Unit 16 MOU that affect the California Department of Corrections and Rehabilitation must conform to the requirements of the Court Receiver appointed under the *Plata* order and any other applicable court orders.

The State employer also proposes technical changes to correct errors, bring contract provisions up to date, and/or to delete obsolete language throughout the contract. The State employer proposes to work with the exclusive representative to ensure that all provisions are up to date.

The State employer reserves the right to add, modify, delete or otherwise change proposals during the course of negotiations.